

New York Women's Foundation®

Manhattan Borough Brief

October 2013

Women helping women FUNDING CHANGE



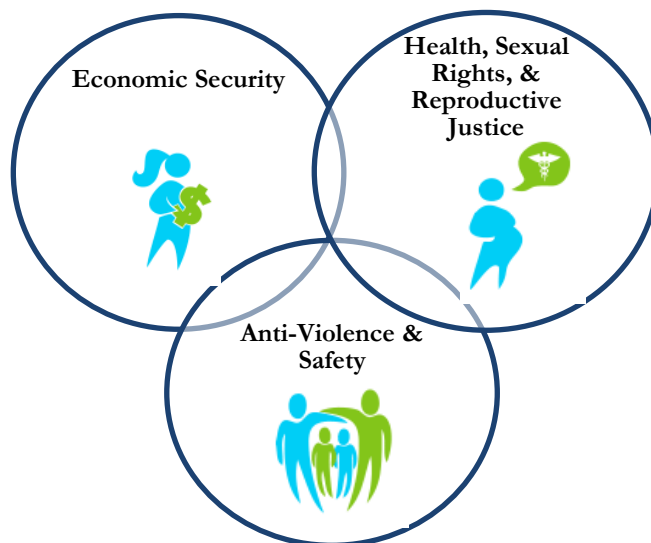
Prepared by the New York Women's Foundation®

Introduction

This report describes the New York Women's Foundation's investments in grantee partners in the borough of Manhattan. NYWF grantee partners in Manhattan have a range of organizational structures and capacities. Some are community-based organizations that promote opportunities and ameliorate challenges in the lives of local neighborhood residents; other grantee partners are located in Manhattan for its centralized location, allowing them to be most accessible to potential participants from multiple boroughs. Several Manhattan organizations also have a broader reach in terms of policy advocacy at the City, State and/or national levels. **The New York Women's Foundation funds innovators whose work helps to transform individual lives as well as communities, and promote the vision of a more safe, just, and equitable society.**

The New York Women's Foundation® was formed in 1987 and made its first grants to community-based organizations in 1988. The Foundation has steadily increased its investments in communities throughout New York City. In 2012, NYWF® awarded \$5.25 million to 80 grantee partners across the five boroughs.

The Foundation makes its core grants in three major categories:



- **Economic Security:** Grantee partners support women in improving their economic situations through activities including business development assistance/microlending, on-site job training and connections to placement. Strategies are tailored to the interests and unique strengths of prospective participants. Programs serving girls focus on academic achievement and also address personal/social issues such as self-esteem.
- **Anti-Violence and Safety:** Grantee partners combat components of violence against women, from domestic violence to sexual assault to street harassment. The wide variety of strategies includes community organizing and using technology to create a safe environment for women and girls to live and work in.
- **Health, Sexual Rights and Reproductive Justice:** Grantee partners address comprehensive health issues affecting a range of groups. Groups engaged in support resources and health training opportunities include vulnerable women, girls, and individuals from the lesbian, gay, bisexual, transgender and gender non-conforming communities. Grantee partners also provide training and education opportunities for providers of complementary services. Many efforts seek to improve the availability of culturally-aware services.

Report Purpose

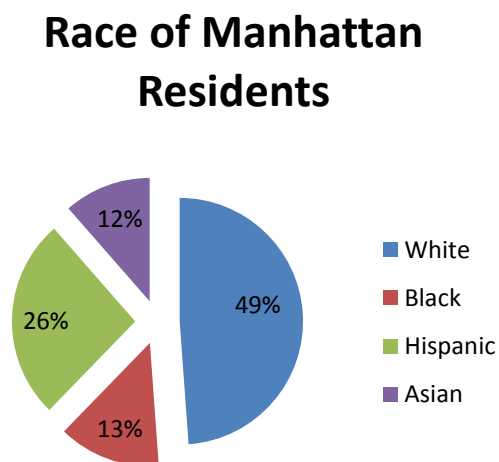
This brief provides demographic and descriptive data of Manhattan, an overview of NYWF's investments, and highlights of the work of grantee partners based in the borough. The profile includes participant success stories from the field as well as a discussion of ongoing challenges. Information included in this report is generated from semi-annual reports provided by grantee partners.

For more information about this report please contact The New York Women's Foundation Director of Evaluation and Strategic Learning, Dr. Erin McDonald at emcdonald@nywf.org or (646)-564-5968.

Highlights of Manhattan Residents

- **New York City's third most populous borough**, with 1.6 million residents. It has the smallest physical area of any borough and is the most densely populated county in the United States.
- Manhattan has a higher percentage of white residents than any other borough except for Staten Island.¹
- Manhattan is also home to many immigrants: 29% of residents were born in another country and 40% of children speak a language other than English at home.
- The median earnings for women in Manhattan is \$60,533, compared with the Citywide median of \$42,169.²
- 48% of women in Manhattan have a Bachelor's degree or higher (compared with 33% Citywide), demonstrating a significant number of professionals live in the borough.³
- 40% of single mother households in Manhattan are living in poverty, as are 31% of females under 18 and 30% of women ages 18-24.⁴
- The Community District of East Harlem is ranked 52 out of 59 in the NYWF Index. Central Harlem and East Harlem ranked in the lowest five for health concerns.⁵
- According to KidsCount data, 24% of children in Manhattan are living in areas of concentrated poverty, compared with 15% Statewide.⁶

Figure 1. Manhattan Residents by Race/Ethnicity



Manhattan is home to both **communities of vast wealth and neighborhoods dealing with profound poverty**. Many residents' experiences are adversely affected by the desirability of living in Manhattan; rents continue to rise and people struggle to find safe, affordable housing. Low-income families are often forced to live in doubled-up situations or enter the shelter system.

The Foundation's Economic Security and Well-Being Index for Women in New York City, published in March 2013, identified the following differences between Manhattan and New York City in aggregate. While Manhattan as a whole fairs well on many economic and social indicators, there are clear pockets of

disadvantage within the borough that result in higher prevalence of poor economic, health, and social factors that may be masked when considering the borough in its entirety.

Figure 2. Key Differences of Women Living in Manhattan vs. New York City

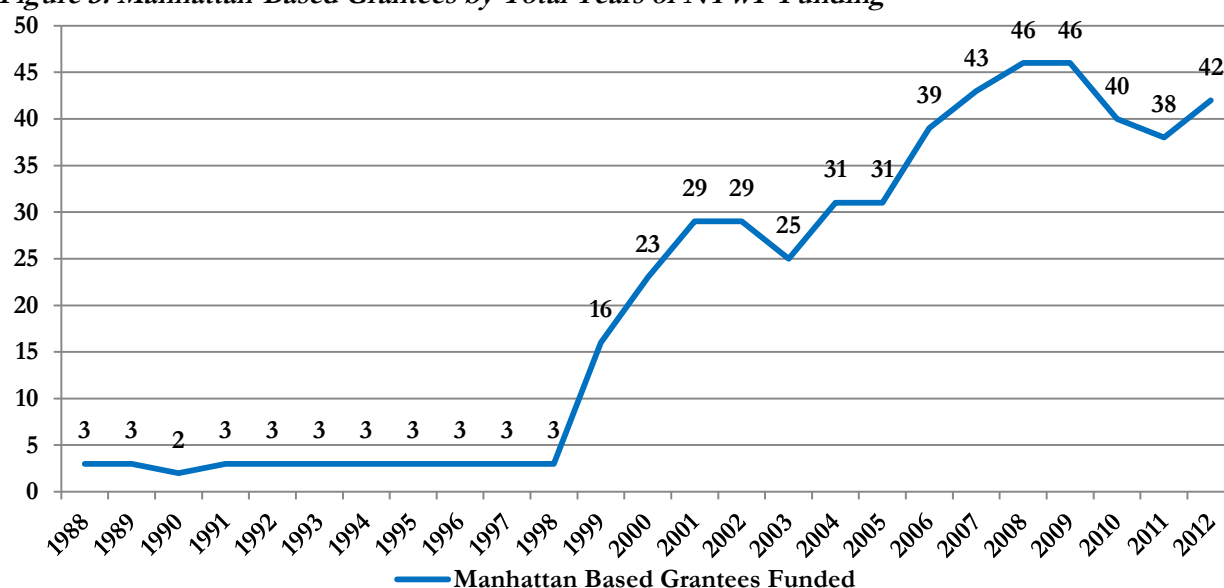
Indicator	Manhattan	New York City	Difference for Manhattan
Female Poverty Rate	20.8%	17.9%	↑2.9%
Poverty of women and children	22.6%	19.5%	↑3.1%
High School Diploma/GED or Less	59%	47%	↑12%
% of HIV/AIDS diagnoses that are women/girls	32.2%	23.4%	↑8.8%

New York Women's Foundation Investment in Manhattan

The New York Women's Foundation funds programs that address economic security, health, reproductive rights, and safety from violence for women and families. The Foundation's support centers on the philosophy that improving economic conditions for women across their lifespan as social agents, through a range of strategies, improves women's lives, security of families, and stability of communities. Further, The Foundation is rooted in the understanding that innovative and sustainable solutions must be defined and actualized locally. In Manhattan, The Foundation's involvement ranges from organizations focused on the pockets of poverty within the borough while other organizations take a broader perspective and provide services to vulnerable populations across the City and country. Program approaches range from those that seek to assist women to launch their own businesses to programs working to combat domestic violence and assault. Some organizations work with specific immigrant groups and/or focus services on Manhattan neighborhoods with particular challenges.

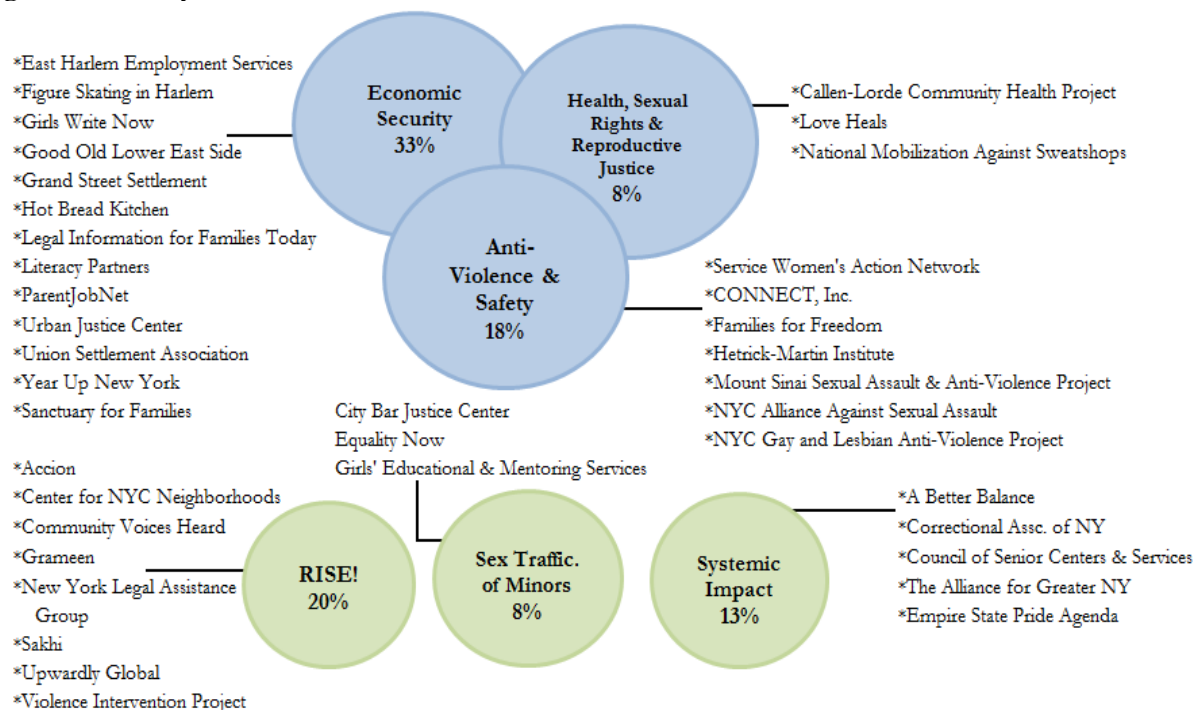
NYWF has made significant investments in grantee partners physically located in Manhattan and grantee partners that support women and girls from Manhattan. **A total of 118 Manhattan-based grantees have been funded by The Foundation since 1988.**

Figure 3. Manhattan-Based Grantees by Total Years of NYWF Funding



Thirty-seven grantee partners awarded funding in 2012 were based in Manhattan. This group includes nineteen organizations addressing Economic Security, six addressing Anti-Violence and Safety, and four focused on Health needs. The other eight grantee partners are participating in three special funding initiatives of The New York Women's Foundation. Specifically, five grantee partners were funded with the goal of larger systemic impact and three organizations participating in the effort to combat sex trafficking of minors. **In 2012, NYWF made grants totaling over \$2,290,000 to Manhattan-based organizations.** At least fourteen other grantee partners (located in different boroughs) served women and girls from Manhattan.

Figure 4. Primary Focus Areas of Manhattan Grantee Partner 2012



The NYWF makes strategic investments in a range of organizations that approach seemingly intransigent problems with creative, productive solutions. Within this group of 37 grantee partners based in the borough of Manhattan, there is considerable diversity not only in terms of the type of programming offered, but also the **geographic focus of service and sphere of influence**. Figure 5 indicates the four major levels of focus among the Manhattan-based grantee partners. While focusing on key issues at a range of levels and mechanisms, grantee partners are strategically engaged to work collectively to support the fundamental goals of The Foundation through their unique lens. The continuum represents NYWF's deliberate approach of supporting organizations with unique offerings, from those embedded in communities to those affecting change nationally.

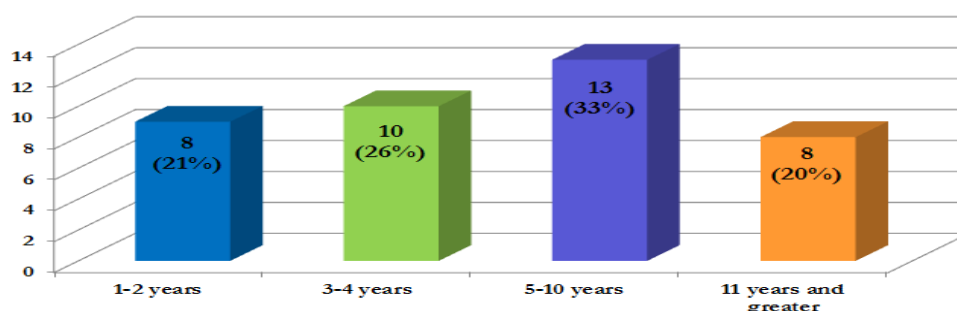
Figure 5. Major Levels of Focus Among Manhattan Grantee Partners



- **Specific Neighborhood Direct Service Provision.** Several grantee partners use their funding to focus on the **neighborhood** in which they are located. Some examples include: East Harlem Employment Services, Figure Skating in Harlem, Good Old Lower East Side and Union Settlement Association. These organizations tailor services to the specific strengths and challenges of local residents, bringing vital resources into pockets of poverty which are often isolated and lack resources.
- **Citywide Direct Service Provision.** Many Manhattan-based organizations (such as ACCION, CONNECT, Inc., Mount Sinai Sexual Assault and Anti-Violence Project, Sanctuary for Families and Upwardly Global) serve girls/women and communities **throughout the five boroughs**. The office location may serve as a central meeting point for women choosing confidential services (such as domestic violence survivors). The location may also serve as an administrative base for the organization while staff members themselves travel throughout the City to bring services and training wherever needed.
- **City/State Policy Change.** Several organizations, such as A Better Balance and Empire State Pride Agenda, advocate at the **City and/or State** level for advancements that will benefit thousands of New York City residents. Their successes can influence changes in other states across the country.
- **National Advocacy.** Service Women’s Action Network (SWAN), profiled below, serves NYC women through a hotline for survivors of sexual assault in the military and also works at the **national level** on legislative and policy changes to address and prevent this violence. Implications for this approach have far reaching implications for service women and their families nationally.

The New York Women’s Foundation funds many grantee partners for multiple years. The Foundation identifies organizations that are demonstrated innovators in the early stage of development. These grantee partners benefit from NYWF’s sustained commitment to strengthening both their infrastructure and service delivery models. Some organizations receive additional grants over time as they develop new, promising approaches. The chart below demonstrates the length of investment The Foundation has provided to a total of 118 Manhattan-based organizations from 1988 through 2012.

Figure 6. Manhattan-Based Grantees by Total Years of NYWF Funding to Date (1988-2012)



Highlighted Manhattan-Based Grantee Partner Accomplishments

The New York Women's Foundation funds grantee partners that develop innovative and rigorous approaches to effectively address the needs of women and girls. **All grantee partners share NYWF's mission to achieve sustained economic security and justice for women and girls.** The community-based organizations that comprise the grantee partners support residents in marginalized neighborhoods to build on strengths and overcome challenges. The Foundation and grantee partners work collaboratively to create an equitable and just future for women, families, and communities in New York City.

Grantee partners make intensive investments in the women and girls in their programs, offering integrated services to ensure that participants get the support they need to achieve their goals and move on successfully. **NYWF seeks out and funds organizations that can offer life-transforming experiences to the women and girls they serve.**

Grameen America, established in 2008, is a microfinance organization whose mission is to help alleviate poverty through entrepreneurship. The New York MicroLoan program is a poverty-focused microfinance initiative that provides low-income women throughout New York City with the opportunity to start or expand businesses. Central to the program is the Group Model, whereby a cohort of women experiences the program together, allowing for peer support and guidance. NYWF funding goes exclusively toward microloans.

**"Grameen America offers access – access to affordable capital, access to financial education, and access to support networks. With access to resources, people can improve their lives."
(Grantee Quote)**

2012 Successes....

- 25 microloans were disbursed and 100% of women were on schedule to repay the loans.
- These 25 loans supported two new businesses and twenty-three business expansions.
- 100% of participants increased their savings and reduced debt, and 76% increased their credit rating.

Participant Story.....

I. is a talented seamstress who was confident that she could start a tailoring business to earn income and build a better financial future for her family. She began with just a few customers at her home. Today, her shop is located in a busy neighborhood with good foot traffic and access to public transportation.

I.'s skills made growing the business possible. However, like so many participants, she had no credit history or collateral and needed a very small loan with manageable repayments to build her business. With a \$1,200 microloan, I. purchased materials that increased her efficiency and allowed her to hire a part-time employee.

With the help of Grameen America, I. opened a no-fee, no minimum balance savings account through a commercial bank and deposits money every week with the goal of saving up to finance her son's college education in computer engineering. I. plans to expand her business with successive loans from Grameen America. Her dream is to double the size of her business and hire her first full time employee.



CONNECT, Inc., founded in 1993, promotes peaceful communities and provides legal assistance to victims of family violence and referrals. **CONNECT works with everyone from high school students in the Bronx to doulas in Brooklyn to prevent domestic violence and effectively reach out to women and girls experiencing abuse.** The organization offers several key resources, including programs to educate and support members of the clergy in addressing partner violence, roundtables for men working to end violence against women, and intensive technical assistance for a range of organizations seeking to promote safety in their neighborhoods.

2012 Successes....

- 1,165 individuals were educated on issues of health and safety.
- 248 individuals were engaged in community-level change efforts.

The Service Women's Action Network (SWAN), established in 2007, works at multiple levels to combat sexual violence in the military. In New York City, SWAN provides Peer Support Helplines to assist veterans with legal and benefits issues, as well as link callers to appropriate services to address mental health and other needs. Additionally, SWAN engages veterans in national advocacy efforts, most recently in helping to shape specific provisions of the 2013 National Defense Authorization Act. Related to SWAN's work, the Act improves the way the military handles sexual assault and



2012 Successes....

- SWAN assisted 92 women in NYC with intensive case management.
- 250 women led policy/advocacy efforts at the national level.

SWAN and its partners at Change.org helped military sexual violence survivor Ruth Moore to write and market her petition to the Department of Veterans Affairs. The petition has garnered 158,797 signatures and, in February 2013, Congresswoman Chellie Pingree (D-ME) and Senator John Tester (D-MT) put forth the Ruth Moore Act to reform policies that will allow higher passage of VA benefits claims from sexual assault survivors who have Post Traumatic Stress Disorder.

Upwardly Global, founded in 2002 and established in New York City in 2006, works with skilled immigrant women across the five boroughs to transition from low-paying service industry jobs to professions that utilize credentials from their home countries and provide a living wage and benefits. The Women's Career Services Program offers classes, matching with professional mentors, and extensive networking and job placement assistance. Upwardly Global has a record of an 80% retention rate, measured after one year of employment.

2012 Successes....

- 50 women obtained employment.
- 88% of these women found jobs paying over \$13/hour.

New York Women's Foundation Special Grantmaking Initiatives

In 2012, NYWF launched two new major funding areas:



Systemic Impact

- Organizations in a position to have a larger, systemic impact with their work.
- Grantee partners working to (a) scale-up programs that have proven track records or (b) conduct advocacy work on a special issue area at the City, State, and/or federal levels.
- Five of the seven systemic impact grantees located in Manhattan.



Sex Trafficking of Minors

- Organizations working to eradicate sex trafficking of girls and expand services for survivors of this abuse.
- Three of the four organizations that received grants are located in Manhattan.

The grants are new and the work is in an early stage, and yet exciting progress is on the horizon:

A Better Balance (ABB) received **Systemic Impact** support to strengthen and expand their A Better Balance for Women in the Workforce Campaign in New York City, with the goals of passing expanded paid sick leave legislation in NYC, strengthening legal protections for pregnant and care giving workers, and expanding opportunities for employee input into work schedules. Founded in late 2005, A Better Balance's mission is to promote equality and expand choices for women and men at all income levels, so they may care for their families without sacrificing their economic security.

2012 Successes....

- In May 2013, the City Council passed the **Earned Sick Time Act** (which ABB helped to write) and overrode the mayor's veto to pass the bill into law in June. **This creates a legal right to sick time for 3.4 million private sector workers.**
- In September 2013, the Council passed the **Pregnant Workers Fairness Act**, and Mayor Bloomberg is expected to sign the bill into law. This requires employers with four or more employees to make reasonable accommodations to pregnant workers and those recovering from childbirth. ABB has been intensively involved with this issue, educating lawmakers and the general public about the need for basic legal rights to enable pregnant women to maintain their employment whenever possible.
- At the State level, the Family Leave Insurance Act was recently introduced, and ABB will be pursuing its passage in the 2013-2014 legislative session. The Campaign is also providing training and outreach to educate NYC women and employers on the new law, as well as direct legal assistance through an expanded legal clinic.



Girls Educational & Mentoring Services (GEMS) received funding for its long-term **Support Services through NYWF's Initiative Against Sex-Trafficking of Minors**. These resources are vital to preventing girls and young women from throughout New York City from re-entering the commercial sex industry and empowering them to live healthier, safer, and more economically stable lives. In operation for more than 14 years, GEMS is the only organization in New York State specifically designed to serve girls and young women who have experienced commercial sexual exploitation and domestic trafficking. GEMS' services are targeted to girls and young women within New York City. Support Services include holistic case management, youth development and leadership, and an educational initiative the focus of which is incentivizing members to complete secondary and post-secondary education, resulting in gainful employment).



2012 Successes....

- In the first six months of 2013, GEMS had already served 213 young women.
- 100% received counseling to address the trauma from their experiences with sex trafficking.
- 100% received legal assistance and case management.

Challenges Addressing the Needs of Women and Girls

Given the diversity of the types of organizations funded, grantee partners report a wide variety of internal issues and external pressures they need to address as they strive to consistently provide high quality services to women and girls. ***There were also two common themes associated with challenges that permeated reports from grantee partners in 2012: the poor economy and Hurricane Sandy.*** The economy effects organizations in many ways. Several grantee partners mentioned difficulties with fundraising, straining their ability to offer the scale of services needed to meet demand. Staff members are stretched in many directions, and organizations are unable to hire employees to specialize in such areas as communications and policy advocacy. Partners also cannot afford to upgrade technological systems to allow them to better serve participants and track their results. With high unemployment rates, job training program participants face greater competition as they apply for employment. **Grantee partners must ensure that already disadvantaged participants have increasingly strong skills as they conduct job searches and embark on new careers.**

Hurricane Sandy also greatly impacted those grantee partners located in lower Manhattan and those that depend on relationships with partners (such as hospitals) whose operations were severely compromised by the storm. Several grantee partners lost office space (some for short and some for long periods of time). Many had technological systems that went down and are still working to recover information that was lost. Others had challenges with retaining participants who were uprooted. In many cases, however, staff also reported that they were gratified by the huge turnout of volunteers as they re-routed their services to focus on recovery efforts and the generosity of partner organizations that were willing and able to share space and other resources.

The challenges faced by partners make NYWF funding more essential than ever. NYWF supports organizations with pioneering approaches to their work. NYWF invests in organizations early in their development and helps them to establish track records to attract other funders over time. Once an organization becomes a grantee partner, they have access to a variety of capacity-building resources to

strengthen their operations. Additionally, NYWF made several grants to organizations that were adversely affected by Hurricane Sandy to help them restore programming and serve participants hit by the storm. **Sustained support from NYWF helps grantee partners develop their innovations and, in turn, offer life-changing opportunities to their participants.**

Conclusion

The Foundation supports a wide variety of Manhattan-based organizations, from those that serve a small, local area, to those attracting participants from all five boroughs. Some organizations focus on ameliorating challenges in a specific neighborhood. Others have a broader charge, including policy advocacy at the City, State and/or federal levels. Together, grantee partners in this diverse portfolio connect participants with vital resources, build stronger neighborhoods and help to bring forth systemic changes that will improve conditions for women and girls for years to come.

NYWF seeks to create transforming opportunities that help girls and women to live safe, healthy and productive lives. We are deeply proud of, and thankful for, the accomplishments of our grantee partners in Manhattan. Their creative efforts assist women and girls to overcome challenges and realize their potential and, in turn, invest in their communities. We look forward to continuing and strengthening our partnerships in Manhattan, progressing toward the goal of a more just, equitable and safe City for women and their families. **NYWF supports organizations with innovative and unique approaches that can meet the needs of marginalized women and their families in the neighborhoods where they live.**

¹ Citizens' Committee for Children. Keeping Track Online Database. Retrieved 10/24/2013. Available at: <http://data.cccnewyork.org/data/map/97/total-population#84/9/2/130/9/36061>.

² New York Women's Foundation Economic Security and Wellbeing Index. March, 2013. Available at: www.nywf.org.

³ U.S. Census Department. Fact Finder Database. Retrieved 9/15/2013.
<http://factfinder2.census.gov/faces/nav/jsf/pages/searchresults>. Note data as of 2012.

⁴ New York Women's Foundation Economic Security and Wellbeing Index. March, 2013. Available at: www.nywf.org.

⁵ New York Women's Foundation Economic Security and Wellbeing Index. March, 2013. Available at: www.nywf.org.

⁶ U.S. Census Department. Fact Finder Database. Retrieved 9/15/2013.
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